



Faculty of Cognitive Sciences and Human Development

**PRE-RETIREMENT TRAINING AMONG LECTURERS IN  
UNIVERSITI MALAYSIA SARAWAK (UNIMAS):  
A CASE STUDY**

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**(34828)**

**Bachelor of Science with Honours  
(Human Resource Development)  
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**PRE-RETIREMENT TRAINING AMONG LECTURERS IN UNIVERSITI MALAYSIA  
SARAWAK (UNIMAS): A CASE STUDY**

**FARRID MOUSTAFFA BIN JANILABIDIN**

This project is submitted in partial fulfilment of the requirements for a Bachelor of Science with  
Honours (Human Resource Development)

Faculty of Cognitive Sciences and Human Development

**UNIVERSITI MALAYSIA SARAWAK**

(2015)

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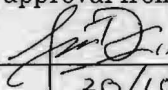
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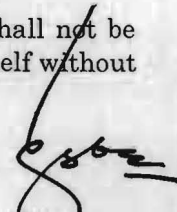
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**Pre-Retirement Training among Lecturers in Universiti Malaysia Sarawak (UNIMAS): A  
Case Study**

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(12<sup>th</sup> June 2015)



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Farrid Moustaffa bin Janilabidin

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The project entitled "Pre-retirement training among lecturers in Universiti Malaysia Sarawak (UNIMAS): A case study" was prepared by Farrid Moustaffa bin Janilabidin and was submitted to the Faculty of Cognitive Sciences and Human Development in partial fulfilment of the requirements for a Bachelor of Science with Honours in Human Resource Development.

Received for examination by:

  
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Date:

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Grade
A-

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## **ABSTRACT**

### **PRE-RETIREMENT TRAINING AMONG LECTURERS IN UNIVERSITI MALAYSIA SARAWAK: A CASE STUDY**

**FARRID MOUSTAFA BIN JANILABIDIN**

This study aims to examine the pre-retirement training among lecturers in UNIMAS. In this study, topics such as financial management, time management, and healthcare are related to pre-retirement training. This study uses the case study design engaging the survey method. This study involves five informants purposively sampled from Universiti Malaysia Sarawak in Kota Samarahan, Sarawak. An open-ended questionnaire is used to collect data. The findings identify that financial management, time management, and healthcare are positively related to retirement. This study contributes to a better understanding of retirement among lecturers.

## **ABSTRAK**

### *LATIHAN PRA-PERSARAAN DALAM KALANGAN PENSYARAH DI UNIVERSITI MALAYSIA SARAWAK (UNIMAS): SATU KAJIAN KES*

**FARRID MOUSTAFFA BIN JANILABIDIN**

*Kajian ini adalah bertujuan untuk mengkaji latihan pra-persaraan dalam kalangan pensyarah di UNIMAS. Dalam kajian ini, topik-topik seperti pengurusan kewangan, pengurusan masa dan kesihatan adalah berkait rapat dengan latihan pra-persaraan. Kajian ini menggunakan reka bentuk kajian kes melalui kaedah survei. Kajian ini melibatkan lima orang informan dengan menggunakan sampel bertujuan daripada Universiti Malaysia Sarawak di Kota Samarahan, Sarawak. Soal selidik terbuka telah digunakan untuk mengumpul data. Dapatan kajian mengenalpasti bahawa pengurusan kewangan, pengurusan masa dan kesihatan secara positifnya berhubungkait dengan persaraan. Kajian ini menyumbang kepada kefahaman yang lebih jelas terhadap persaraan dalam kalangan pensyarah.*



# **CHAPTER 1**

## **INTRODUCTION**

### **1.0 Introduction**

This chapter discussed the case study conducted by the researcher, background of the study, problem statement, research objectives, research questions, significance of the study, limitations of the study and definition of terms. All of these subtopics will be further explained in this chapter.

## **1.1 Background of the Study**

Employment is an activity that is conducted by human to support himself and his family financially, other than to serve his community for their wellbeing. Every job a person choose not only reflects their personality, but also serve as a medium to fulfill their own satisfaction from doing what they love the most. These feeling of satisfaction would inhibit the behavior of trustworthy and diligence in oneself.

Changes in career are sometimes unpredictable. These changes could and will happen from aspects of types and specifications of job. Among those distinctive changes are retirement. According to Berry (2010), to retire means to stop working and the meaning of retirement is usually bound up with the receipt of a pension, which is precisely why retired people are frequently referred to as 'pensioners'.

From the perspective of society, retirement definitely will occur at the end of one's career that is of course when someone is old in terms of age. However, there are several considerations that could make retirement a possibility for an individual before the age of mandatory retirement is reached. According to Reynolds and Bailey (1993), this includes people who accept early voluntary retirement, retire as a consequence of redundancy, retire because of ill health and medical problems, and retire in order to look after a dependent whose health deteriorated. The mandatory age of retirement for an individual working for the government of Malaysia by law is 60 years of age, as per

statement in the Minimum Age of Retirement Bill in 2012 that came into force on 1<sup>st</sup> July 2013.

Preparation for retirement is considered as important as the retirement process itself, as retirement symbolizes an ending of the career of an individual and the starting point of a life unemployed. Pre-retirement training is seen as an alternative that would assist employees to develop a favourable attitude toward retirement and help alleviate trauma over getting laid off (Weiss in Haynes, 1995). Macdaniels and Gysbers (1992) stated that the best preparation for retirement is a carefully planned change over a period of years, eliminating the dramatic shock of a transition from full-time work one day to full time leisure the next day. If work has given the person satisfaction, then planned leisure could provide the same satisfaction.

## **1.2 Problem Statement**

After retirement, a person might feel that their life is stagnated and passive after spending most of their life working and after retirement, it would be a whole new environment for them to face. Hence, in the researcher's point of view, pre-retirement training is an interesting subject to be studied because of its role in assisting future retirees on what they should do upon retirement. Due to the fact that retirees are looking at life after retirement as simple, they tend to take pre-retirement training for granted.

From the perspective of the researcher, pre-retirement training tends to minimize anxieties of employees over the future so that job performance is enhanced and fellow employees will not be adversely affected (Weiss in Haynes, 1995). A review of the research on retirement preparation programs indicates that a major objective of most of these programs is to increase people's positive attitudes toward retirement (Sullivan in Haynes, 1995). According to Morrison and Jedrzejewski in Haynes (1995), the most important reasons favouring retirement preparation programs were:

- i) helping employees to be better prepared for retirement
- ii) providing important planning information to employees
- iii) assisting employees with decision-making
- iv) improving employee wellbeing and increasing productivity

Morrison and Jedrzejewski in Haynes (1995) stated that the most important reasons against providing such programs were:

- i) programs are considered too costly
- ii) programs are too time consuming to administer
- iii) personnel are not available or qualified to conduct programs
- iv) employees are not interested or have not requested such programs.

### **1.3 Research Objectives**

#### **1.2.1 General Objective**

To examine the pre-retirement training among lecturers in Universiti Malaysia Sarawak (UNIMAS).

#### **1.2.2 Specific Objectives**

- i. To identify the highlighted aspects of retirement that is essential in pre-retirement training among lecturers in UNIMAS.
- ii. To determine the importance of pre-retirement training among lecturers in UNIMAS.
- iii. To identify the advantages of pre-retirement training among lecturers in UNIMAS.
- iv. To determine the disadvantages of pre-retirement training among lecturers in UNIMAS.

#### **1.4 Research Questions**

1. What are the highlighted aspects of retirement that is essential in pre-retirement training among lecturers in UNIMAS?
2. What is the importance of pre-retirement among lecturers in UNIMAS?
3. What are the advantages of pre-retirement training among lecturers in UNIMAS?
4. What are the disadvantages of pre-retirement training among lecturers in UNIMAS?

#### **1.5 Significance of the study**

Overall, the researcher would want to find out the knowledge of the future retirees on their pre-retirement training, whether or not they have the first-hand knowledge for life after retiring. Nevertheless, aspects such as financial stability, physical and mental wellbeing are the points that the researcher emphasizes on.



## **1.6 Limitations of the study**

Basically, this study will be conducted among lecturers of Universiti Malaysia Sarawak (UNIMAS) only. Hence, the limitation of this study might be from its location and size of respondents to be studied. The researcher is assuming that pre-retirement training of universities in Malaysia is distinctively different from each other. Their perception and expectations from pre-retirement training might also be different. After all, conducting the study in UNIMAS alone does not represent the overall higher institution of learning in Malaysia.

## **1.7 Definition of Terms**

The major terms are defined based on the conceptual and operational meaning in the context.

### **Retirement**

#### Conceptual

Retirement is defined as an event such as the day when a person ceases a lifetime of paid employment and begins living on their pension (Hodkinson, 2010).

#### Operational

In this study, retirement is the phase of career of which the lecturers in UNIMAS had already mandated to retire according to Minimum Age of Retirement Bill.

## **Pre-retirement Training**

### Conceptual

Pre-retirement training is defined as a planned training for retiring employee for the purpose of their own welfare for the life after retirement.

### Operational

A type of training that is compulsory for all future retirees to equip themselves with necessities to cope with retirement issues.

## **Retirement Planning**

### Conceptual

Retirement planning refers to the individual's attention and obligation that undertake for satisfactory retirement lifestyle.

### Operational

Retirement planning refers to whether employees have planning for their retirement positively and are prepared for their retirement.

## **Financial Security**

### Conceptual

Financial security is the ability of individual to adequately provide for the long-term financial needs required upon retirement.

### Operational

Financial security is the employee financial concerns to prepare for retirement. For example, Employee Provident Fund (EPF), Social Security, insurances, personal savings, and investment.